

Inclusion and Diversity Policy



OGS Global is committed to equal employment opportunities, non-discrimination, diversity and inclusion across the business and all projects. This is a culture that underpins our values of respect and excellence and enables us to attract candidates, develop and retain current talented employees. This policy holds us to account in terms of equal employment advancement opportunities for employees based on people's performance and capability. Systems and process implemented are designed to strengthen fair treatment for all our current and future people and create a safe and all-inclusive work environment that is free of bullying and harassment of any kind.

This policy applies to all OGS Global current and future employees, directors, board, contractors and visitors. We assert our influence over projects and joint ventures that we don't control to encourage and engage them to operate in a manner consistent with the intent of this policy.

A diverse and inclusive culture is fundamental to supporting OGS Global's business and to attract, develop and retain talent in roles throughout Australia and globally. OGS Global recognises we are all different and importance of diversity, collaboration, integrity and culture is key to our success. We promote a workplace that is free of discrimination based on sex, sexual orientation, marital status, pregnancy, breastfeeding, race, religious or political conviction, age, impairment, family responsibility or family status, gender and affiliation (union/industry).

We review and create policies, benefits and processes that are objective, fair and free from bias and help to maintain a strong, representative and inclusive culture. We commit to treating our workforce fairly and without any form of unlawful discrimination. We will act to protect all employees from discriminatory treatment that is unethical or unlawful. OGS Global celebrates diversity and cultures and encourages its people to speak up if they have experience any type of prejudice.

Managers and supervisors must:

- model appropriate standards of behaviour;
- take steps to educate and make the workforce aware of their obligations under this policy and the law;
- intervene promptly and appropriately when they become aware of inappropriate behaviour;
- act fairly in accordance with this policy and relevant procedure to resolve matters;
- enforce workplace behavioural standards, making sure relevant parties are heard;
- support employees resolve complaints;
- refer formal complaints about breaches of this policy to the HR for investigation;
- ensure procedural fairness;
- ensure that recruitment decisions are based on merit; and
- seriously consider requests for flexible work arrangements.

A handwritten signature in black ink that reads "Jason Antunovich". The signature is written in a cursive style with a large initial "J".

Jason Antunovich
Chief Executive Officer